



Glodwick Medical Practice needs a **new GP team!**

Glodwick Medical Practice is an 11,000-patient practice run by Hope Citadel Healthcare. For the last 3 years, the established team has been led by two of the most senior doctors in our organisation, and one of our most senior managers. Previously this was run as two separate practices from the same building, however with the good news that Hope Citadel Healthcare has been awarded a long-term contract, we are officially merging and rebranding!

We are looking for a new team of salaried GPs to take the reins and build on the work that has been done through the caretaking arrangements. If you are motivated by providing healthcare for marginalised communities, or want a space to develop your own clinical skills or special interests, or if you are looking for an opportunity to step into leadership in a supported way, then we think you'll fit in great with us. The current team are not going anywhere and will transition leadership intentionally and thoughtfully so that you have autonomy while feeling well supported.

Specific Roles

Clinical leads

We are looking for two clinical leads to work together with the practice manager. Alongside your clinical work, you will have a protected session a week to focus on either a quality improvement area, or PCN integration and development. You will work with the practice manager throughout the year to ensure good systems for QOF and other target areas. You can also choose to be involved in mentoring other GPs, as well as other members of the clinical team. We have a weekly management meeting on top of the weekly clinical meeting. You will also join the clinical lead group from across the company that meets bi-monthly, which is a mix of group supervision, planning and implementing schemes on a larger scale, and sharing learning. You will not need to have responsibility for the budget or for management of staff.

GPs with special interest

With 11,000 patients who haven't always experienced the best care under previous healthcare providers, we want to create systems that notice the most vulnerable and invisible patients and make them our priority. We are therefore looking for GPs that, alongside some 'normal' clinical work, are also interested in developing work in a specific disease area, such as diabetes, mental health, or women's health. We will protect admin and clinic time in your week to help you focus on these patients. If you are at the stage of your career where you need some time to develop these skills, we can offer you an internal fellowship which will give you a session a week protected for learning and trying new things out. We are also specifically looking for GPs who are either already trainers or who would like to become trainers, so that we can become a training practice to shape future generations of like minded GPs.

First 3s

Out of our 40 GPs at Hope Citadel, about a third are in their first 3 years post-CCT. We love working with newly qualified GPs, helping them explore the challenges of working in areas of deprivation in a way that feels safe, interesting, fulfilling, and supportive. All our First 3s across the company have a monthly peer group session with topics ranging from pensions to handling complaints and many other topics in between. They all have access to the internal 1-1 mentoring scheme with a more established GP, as well as help to access other national and local fellowship schemes. They will join in the weekly clinical meetings at the practice where there will be space for case discussion as well as bringing ideas or queries.

All of our roles

Our clinical sessions are 4.25 hours long, which includes 3 hours of clinical time and 1.25 hours of protected admin. Our appointments are 13 minutes long, and offer a mix of face to face and telephone appointments. We have weekly clinical meetings for all the clinical team, and monthly practice meetings followed by training. Our clinical team includes established practice nurses, two care home ANPs, HCAs and a nursing associate. We also work with a pharmacist, a Focused Care worker, and an in-house counsellor. We care about our staff, ensuring we are a Real Living Wage employer, and that we provide good annual leave and sick leave for all staff. This benefits the whole team – staff that are well looked after are also motivated and compassionate towards team members and patients, making everyone's working day a bit easier!



Salary

- Our base sessional rate is £10,250.
- There is an uplift of £250 per leadership session.
- There is also an uplift of £250 per session if you have the additional skill of being able to consult in Romanian, Urdu, or Bangla.
- Providing mentoring to another GP is paid at £3000 per annum, per mentee.
- A fellowship is paid at £9500 with an additional grant of up to £1000 towards studying costs.
- Additional time paid to trainers dependant on trainees taken on.
- 35 days of annual leave and 5 days of study leave (pro-rata).